#### A Template for Collaboration:

Strengthening partnerships between WIOA, CalFresh E&T, and Human Service Agencies





## Webinar Housekeeping

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#### The California Workforce System in Numbers

The California Workforce Development Board (State Board) is responsible for the **development**, oversight, and continuous **improvement** of California's workforce investment system and the alignment of the education and workforce investment systems.

- 21(+) Strategic Plan Partners
- 14 Regional Planning Units
- 45 Local Workforce Boards
- 200(+) Job Centers
- About 12 federal and state initiatives
- Approximately 18 million people in the labor force

## A Snapshot



## How the Workforce System Operates

Workforce Innovation Opportunities Act (WIOA)

Federal legislation signed in 2014, replaced Workforce Investment Act (WIA)

# Unified Strategic Workforce Development Plan (State Plan)

Aligns state workforce policy with federal WIOA

#### Partnerships

Draft and implement State Plan strategies

#### What do we all have in common?

Working to deliver a comprehensive workforce system that addresses the needs of job seekers, employees and employers throughout the state

## Background

## Policy Objective:

To improve labor market outcomes for low-income individuals through local partnerships.

In January 2018, The CalFresh Employment and Training (E&T) Working Group Partnership Agreement was included the Unified State Plan.

## CalFresh Workforce Partnership

Actively
working to
expand access
to CalFresh E&T,
and to improve
the quality and
diversity of
CalFresh E&T
services offered.

Committed to building state and local partnerships to support program expansion and achieve quality outcomes.

#### **State agencies and partners involved:**

- California Department of Social Services (CDSS)
- California Welfare Directors Association (CWDA)
- California Workforce Association (CWA)
- California Workforce Development Board (CWDB)
- The Labor and Workforce Development Agency (LWDA)
- Any other State Plan Partners who wish to participate

## Purpose of the Agreement

- Coordinating between Local Workforce Development Boards and County Human Service Agencies to ensure strategic implementation of the Workforce Investment Opportunities Act (WIOA) State Plan
- Better aligning employment outcome measures of CalFresh, CalWORKs, and Immigration and Refugee Programs with WIOA
- Improving employment rates and wage gains for all people who receive public benefits, a priority population for both Workforce Development Boards and Human Service Agencies

## What do we mean by partnership?

#### **Convening relevant stakeholders**

- Local Boards must engage and work with the County Human Service
   Agencies and other CalFresh E&T partners to serve their local CalFresh population
  - This is required of Local Boards in partnership with their local County Human Service Agency

#### Who are relevant stakeholders?

#### They include:

- Human Service program leads/providers
- Existing workforce partners
  - Core program partners
  - Adult Education Block Grant (AEBG) Consortia
  - Regional Community College Consortia
  - Other education partners
- Community based organizations and social enterprises
- Organizations providing services to the re-entry population
- Organizations providing services to English learners, other immigration services providers, and refugee resettlement agencies
- Disability organizations
- Public and private employers

## **Outreach and Engagement Criteria**

- Summary of community outreach efforts and stakeholder engagement
- Documented efforts to engage required partners
- Provided information on planning meetings, listening sessions, or other public meetings related to the planning process

## Criteria for Effective Partnership

#### The Local Plans must:

- Specify how Local Boards will partner with community based organizations, service providers, community colleges and representatives from County Human Service agencies for individuals in their local area
- Provide an overview of the size and characteristics of both the total CalFresh recipient populations in the local area/region and the CalFresh E&T participant populations
- Assess the types of workforce services needed to help people receiving CalFresh succeed in the regional and local labor market, including those services that are eligible for 50% federal reimbursement from CalFresh E&T
- Describe the employment barriers experienced by people receiving CalFresh in the local area/region
- Explain current and prospective local partnerships and describe the quality and level of intensity of services provided by these partners
- Describe the ways in which program partners will facilitate information sharing to evaluate need

#### **How will partners:**

- Braid resources and coordinate service delivery
- Work together to provide supportive services and facilitate program completion
- Retain this population in regional sector pathway programs as they progress into livable wage jobs and careers
- Provide services to integrate people receiving CalFresh into sector pathway programs
  - This includes participation in program development outreach, and the provision of specialized supportive services
  - What is the process to retain this population in regional sector pathway programs as they progress into livable wage jobs and careers

#### **Identify:**

- Local/regional organizations that serve specific types of CalFresh populations
  - Strategies for leveraging existing resources in the community
- Workforce services needed to help people receiving CalFresh succeed in the regional and local labor market, including those services that are eligible for 50% federal reimbursement from CalFresh E&T

#### **Identify:**

- Employment barriers facing people who are receiving CalFresh
- Resources to assist with overcoming these barriers
  - Including those eligible for 50% federal reimbursement from CalFresh E&T
- Current and prospective local partnerships
  - The quality and level of intensity of services provided by these partners

#### **Available Services:**

- Workforce services for people receiving CalFresh that are and can be funded by local partners
  - What are the baseline level of services
  - How will the local plan modify the types and quantity of workforce services provided to this population

#### **Local Plan Format**

#### Local Plans should be organized as follows:

- Cover Page
- 2. Local plan updates
- Public comments received that disagree with the local plan

#### References

- Regional and Local Plans PY 17-21 Two Year Modifications | WSD18-01
- Local Plan Scoring Matrix
- CalFresh Employment and Training Working Group Partnership Agreement

#### **Additional Resources**

- A Directory of planning partners (www.cwdb.ca.gov)
- California Nonprofits and the Public Workforce System: How CBOs Can
   Make Their Voices Heard in the WIOA Planning Process (www.edd.ca.gov)

#### **CalWORKs**

ACL 16-51: WIOA/ CalWORKs Partnership Requirements

ACL 16-102: Deeming Hours for Approved Career Pathways

ACIN I-93-16:
Cost Sharing
Clarification for
County
CalWORKs
Programs

- County Welfare Departments coordinate services with AJCCs and Local Boards, including subsidized employment, job readiness, and soft skills training
- Participants in Career Pathways deemed to meet hours
- CalWORKs Outcomes and Accountability Review (Cal-OAR) Project
- Cal-OAR Outcomes aligned with WIOA Performance Measures

## CalWORKs Subsidized Employment

# Third Sector Technical Assistance

ACIN I-24-18
"ESE Toolkit"
Focused on
Outcomes
Contracting and
Data, including
collaboration
with WIOAAJCCs, CalFresh
E&T,
CommunityBased
Organizations,
etc.

- The Expanded Subsidized Employment program (\$134.1 Million annually) fully or partially subsidizes the wages of CalWORKs recipients.
  - Placements six months to a year.
  - Wage, Non-Wage, and Operational Costs.
  - Supportive Services (Transportation, Ancillary, etc.)
- County Welfare Departments (CWDs) partner with employers, nonprofits, and local public agencies to match recipients with jobs.

# Connecting to Immigrant/Refugee Workforces

- Immigrants/refugees are an untapped workforce
- While large numbers are already in our state workforce, often overlooked and underemployed
- Create a new skilled workforce by guiding access to support services and education opportunities
- Tap into existing funding opportunities to serve these populations through English language and employment & training programs

# Connecting to Immigrant/Refugee Workforce (continued)

- CDSS works closely with CBOs and Refugee Resettlement Agencies (RFAs)
- Understand the communities in your geographic area and partner with existing providers
- Learn more about our immigration legal services contractors in your area at: <a href="www.cdss.ca.gov/Benefits-Services">www.cdss.ca.gov/Benefits-Services</a>
- Learn more about refugee serving organizations at: <u>www.cdss.ca.gov/inforesources</u>

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